

CLASS TITLE:

NURSING INSTRUCTOR

Class Code: 02884200

Pay Grade: 24A

EO: B

CLASS DEFINITION:

GENERAL STATEMENT OF DUTIES: To be responsible for giving classroom instructions in the principles and practices of nursing to all levels of general or psychiatric nursing personnel, and to coordinate its practical application in clinical practice; to assist in the coordination and/or provision of staff development programs to selected non-nursing personnel; to assist in the planning, coordination and clinical supervision of students in field placement; and to do related work as required.

SUPERVISION RECEIVED: Works under the general supervision of the Nursing Instructor Supervisor within the framework of an established course curriculum, with latitude for exercising independent judgement and initiative in the classroom or in clinical practice; work is reviewed and evaluated by observation and through results obtained for conformance to course curriculum and the accepted standards of instruction.

SUPERVISION EXERCISED: Provides classroom instruction for general or psychiatric nursing staff, and selected others and evaluates clinical performance of students.

ILLUSTRATIVE EXAMPLES OF WORK PERFORMED:

To be responsible for giving classroom instruction in the principles and practices of general or psychiatric nursing, and to coordinate its practical application in the clinical setting.

To assist in the planning, development and implementation of staff development curriculum for professional, paraprofessional and selected non-nursing personnel.

To assist in developing and coordinating staff development class schedules.

To coordinate the clinical assignments of nursing employees during orientation and to evaluate performance as it relates to established course objectives.

To plan, prepare, administer and correct examinations, to develop competency testing, and to evaluate employee progress and the effectiveness of instruction during orientation and staff development programs.

To develop and maintain a record-keeping system which will accurately document employee achievement and reflect the impact of staff development programs on job performance.

To correlate examination results with the results of clinical practice evaluations as a final determination of employee effectiveness as it relates to staff development programs.

To participate in selected community education programs in order to promote public awareness of the hospital's philosophy and goals.

To establish and maintain effective working relationships with the professional, medical and nursing staff members and with the paraprofessional and non-nursing staff members to ensure the effectiveness of programs.

To cooperate with other faculty members in developing a continuous review of the instruction, course content, employee evaluation criteria and methods in order to improve the program in the light of current teaching and general or psychiatric nursing methods and practices.

To Participate in quality assurance program functions.

To do related work as required.

REQUIRED QUALIFICATIONS FOR APPOINTMENT:

KNOWLEDGES, SKILLS AND CAPACITIES: A thorough knowledge of professional nursing methods and practices, and skill in their application; a familiarity with the principles, methods and

techniques of general or psychiatric nursing education and the ability to apply such principles, methods and techniques through classroom and clinical instruction; the ability to assist a superior in the planning and development of various courses of instruction for such employees; the ability to guide and advise nursing staff in the development of effective nursing approaches; the ability to assist a superior in planning and development of various tests and measurements designed to evaluate the progress of such employees; to assist in the evaluation and improvement of teaching and nursing practices; the ability to evaluate students/employees in various clinical activities; and related knowledge, skills, abilities and capacities.

EDUCATION AND EXPERIENCE:

Education: Such as may have been gained through: graduation from an accredited school of Nursing, and graduation from an accredited college with a concentration in Nursing Education or in health related discipline; demonstrated continuing education in psychiatric nursing as required; and

Experience: Such as may have been gained through: employment for a minimum of two years in clinical nursing practice or as a nurse educator in a private or public hospital or school of nursing or comparable setting.

Or, any combination of education and experience that shall be substantially equivalent to the above education and experience.

SPECIAL REQUIREMENT:

Must meet nursing registration requirements of the State of Rhode Island and must maintain licensure, certification or registration as a condition of employment.

Class Revised: December 19, 1999

Editorial Review: 3/15/2003